

King County Jobs Initiative Brownfields Training Grant Application

A. Project Title:

The King County Jobs Initiative/Office of Port Jobs
Brownfields Training Project
King County Office of Business Relations and Economic Development
King County Courthouse
516 3rd Avenue, Room 0402
Seattle, Washington 98101

B. Location: King County, Washington

1.3 Applicant Identification:

King County Office of Business Relations and Economic Development on behalf of King County Jobs Initiative/Office of Port Jobs

1.4 Project Director:

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1.5 Date Submitted:

November 23, 2003

1.6 Project Period:

October 2004 to September 2006

1.7. Cooperative Partners:

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2.0 Threshold Criteria

A. Location of Proposed Project

King County, located in Washington State is requesting \$18,000 additional grant funds for Brownfields Job Training. These funds combined with the current balance of \$20,000 will allow King County to designate \$200,00 in training funds.

B. Applicant Eligibility

King County is a General Purpose Unit of Local Government and is an entity that is eligible to apply for EPA Brownfields grants.

C. Duplication

There are no other federally funded programs to provide residents of King County, Washington with opportunities in training and handling of hazardous waste materials. King County will supply a much needed demand of highly skilled and ready to work trainees for current projects and future clean up sites.

3.0 Ranking Criteria

A. Community Need

1. Target Community

King County proposes to continue providing vocational training and job placement to its low income and disadvantaged residents through the King County Jobs Initiative (KCJI) program. This project will combine a broad range of Cooperative Partners and will be under the direction of the Business Relations and Economic Development Office that administers the King County Jobs Initiative.

Many low-income residents in King County continue to struggle due to a lack of employment and training needed to prepare job seekers for employment. Washington State's current unemployment rate of 7.6% is the second highest in the nation. The impact of our economic downturn began with September 11th, the terrorist attacks. The loss of over 20,000 jobs from Boeing alone has had a major impact on the Puget Sound economy. Additional strains were realized in King County through the down turn of the dot com industry and a two year consistent stock market decline. This shock to our region has resulted in more than 60,000 job losses since January 2001. In addition to the loss of 60,000 jobs, recent US Census Survey found as many as 8.7% of King County residents are unemployed including thousands who are unofficially unemployed because their benefits are exhausted.

As a result of King County and the Puget Sound's region recession, poverty rates have increased. Our 2000 Census reported that 142,500 or 8.4% of the population were below poverty in 1999, a .4% increase from the 1990 Census. Additionally 192,000 people reported incomes 200% below the official poverty thresholds as very low income. In the recession since the 2000 Census, the

number of poor persons has increased dramatically and a recent US Census survey estimated that 9.5% are below the federal poverty level.

2. Current Brownfields Challenges

King County will address wide-ranging sites that are suspected to be contaminated. In November of 2002 over 700 sites were listed on the Washington State Department of Ecology's Confirmed and Suspected Contaminated Sites Report. Many of the sites are located in the County's three manufacturing and Industrial Center (MICs). In addition to sites that are identified, King County in conjunction with Pierce and Snohomish County has also begun work on the Sound Transit Project. A section of the rails will be laid along Martin Luther King Way, a portion of the Rainier Valley designated in the Enterprise Community. Many of these projects are in close proximity to residential neighborhoods and concerns of.

The impact of the Brownfields sites hinders the County's ability to increase economic development. Many of these sites are abandoned and underutilized. This is a significant factor because a large portion of the jobs in the MICs are jobs in manufacturing, wholesale, distribution, and other industries. KCJI has worked closely with residents in this community and has identified that many residents have less than high school and college degrees, but were still able to secure good paying jobs with short term training. Environmental clean-up and redevelopment in this area will strengthen the community and will enhance economic development by the recreation of additional family wage jobs.

KCJI has incurred some challenges during some of its recruitment efforts concerning safety and the long-term impact of handling hazardous materials. This issue is more prevalent among women as they've addressed concerns of possible birth defects. KCJI has always addressed these issues during recruitment and orientation, but will work closer labor and the Department of Ecology in this grant process to present a more comprehensive approach to addressing safety concerns for women. Our partnership with the office of Port Jobs will also be beneficial in promoting employment as we will include former female participants who've completed training and are employed in jobs where hazardous materials are involved.

3. Demand for future employers/hiring local residents

King County maintains on-going discussions with employers including labor and construction companies and environmental companies to develop strategies for their employment needs. We also work closely with Environmental Coalition of South Seattle to help inform us of upcoming projects that will utilize our Brownfields training, as well as our trainers TCB Industrial and Cole and Associates who often work as sub-contractors on environmental sites.

Some of the larger upcoming projects that KCJI has been strategizing to address employment needs include Sound Transit to address the needs they will encounter with digging and laying rails along Martin Luther King Way; King County International Airport and the expansion of the SeaTac International Airport; and the Duwamish dredging project. King County will work in partnership with the Office of Port Jobs, which has direct ties to labor and construction companies. Because these are heavily dominated union projects, King County's direct ties with labor, construction and environmental companies will be an asset to many employers in addressing their need to find workers skilled workers in environmental clean up. Additionally, King County will work with other departments within King County, especially the Local Hazardous Waste Management Program to continue utilizing our trainees to fill their employment needs.

Many of these projects will initially require workers who've completed basic the basic 40-haz whopper course, a requirement we realized early on when working on heavily unionized projects. Our experience with environmental companies has proven their desire to hire applicants who've completed training, are willing to work and knowledgeable in the areas of industrial spill response, confined space, fall protection, heavy metal awareness and first aid procedures, most of which we already include in our basic training courses. KCJI also provides its trainees with innovative technologies and advanced assessment training as an added incentive. We realized during our last round of EPA funding that many environmental and labor unions eagerly sought out our trainees with the above-mentioned skills.

KCJI has traditionally served more female clients than male, thus our partnership with Port Jobs will be advantageous to labor, construction and environmental companies in hiring more women and minorities, which are requirements of Project Labor Agreements. In developing strategies for the purposes of this grant, we became knowledgeable of the shortages that labor has encountered with hiring minority and women. Our ability to have direct access to the unions and environmental clean up jobs for our clients will be an asset to both job seekers and employers providing prevailing wage jobs, thus yielding much higher wage rates than KCJI achieved during the first round of the Brownfields grant.

4. Indication of Empowerment Zone/Enterprise Community

Special Consideration:

King County and the City of Seattle are a joint Showcase Community. The City of Seattle has federally designated Enterprise Community that includes the Duwamish Industrial Corridor the Central District, the Rainier Valley, the International District and parts of Downtown Seattle. While these areas have been and will continue to be a focus of Brownfields activities, these areas are also identified where many current and prospective trainees reside.

B. Institutional Capacity

1. Description of experience and partners experience in providing environmental job training/other job training.

King County currently operates the King County Jobs Initiatives to provide job training, support and placement services to low-income clients in King County. The overarching goals and objectives of the Jobs Initiatives are to reduce poverty in King County by offering industry-driven, short-term training and job placement in targeted sectors with livable wages (minimum of \$8/hour, plus benefits). KCJI began as workforce development program in 1998 to address high incidences of unemployment in South King during a time of economic boom for the Puget Sound region. As many employers were experiencing severe shortages of skilled and ready to work applicants, KCJI developed a comprehensive system to include employers, local government, community based organizations, health and human service organizations, community and technical colleges and labor to provide a seamless system of assisting low income participants.

KCJI will work in partnerships with all of the above-mentioned entities and has contractual partnerships with community-based organizations to perform Account Executives (AE) services. These services include recruitment, assessments, comprehensive case management, and enrollment into job training, job placement and job retention services which includes providing support services throughout enrollment into KCJI. Our current AE community based partners are TRAC Associates, YWCA, and the Center for Career Alternative and the Refugee Resettle Office. King County works closely with all of these partner agencies and other employment and training partners to address on-going workforce development issues.

KCJI has utilized TCB Industrial and Cole and Associates as our trainers. These organizations have extensive experience in providing instruction in environmental clean up services and hazardous removal design. Both organizations have also been instrumental in using their experience in environmental consulting and networking to assist in KCJI's Brownfields trainees in employment. TCB more specifically utilizes our trainees in sub contracting with larger environmental companies in need of skilled workers. Cole and Associates provides open house towards the end of each training sessions for employers to come in and talk with class participants and because this gives employers a first source hiring opportunity, job offers are made at this time.

King County was very successful in establishing an effective curriculum during the first round of funding and was one of the first pilot programs to develop the innovative and advanced assessment curriculum. We readily made this information available to other EPA programs looking to create the required curriculum as well as insight from on our overall program. Our curriculum was established by Steven Fenton, Christine Landon and Brad Schroder.

Steve Fenton is former director of the Worksafe Institute of Washington and for staff associate for Hazardous Material Training and Research Institute HMTRI). He has completed course work toward a PH.D. in Higher Education, holds a Master Degree in Educational Administration, has over twenty years of experience in education, training, job training and grants administration.

Christine Landon has extensive experience in instructional design. She holds a Master's Degree in Curriculum and Instruction and has over 30 years experience in teaching and in administrative positions. She has taught courses at North Seattle Community College and has served at Highline Community College as a curriculum developer. Christine also has experience in multi-cultural resources for instruction to different ethnic groups.

Brad Schoeder has over 16 year as an Industrial Hygienist and consultant in the environmental industry. He holds a B.S. Degree in Science and was the former Vice President of TCB Industry

As a recipient of the Brownfields training grant in 1999, we were successful in achieving and surpassing our stated goals for recruitment, job training and placement of Brownfields. Over the past five years, King County has trained 106 clients in environmental clean up. Of that number, we have trained 12 or 11% females and 94 or 89% males. 67% of the clients, we trained are minority. We exceeded our placement goals by placing 82 clients, 77% of our trainees into livable wage jobs. Our original goal was to place 65% or 69 clients into environmental jobs. Our average wage rate for trainees is \$13.32 per hour. As a requirement of our overall job placement program, KCJI provides retention service for all clients to ensure clients remain in jobs one year from the date of placement. To date King County has served a total of 1,221 clients through its Jobs Initiative program. We provide a number of choices for training through industry driven employment sectors. These include training and job opportunities in the following:

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|--|-------------------------------------|
| • Certified nursing/hospital assistant | • Brownfields Training |
| • Manufacturing basics | • Warehouse |
| • Short-haul truck driver | • Medical clerical/general clerical |
| • Airport Sector | • General Office/Customer Service |
| | • Construction |

2. Experience in Managing Federal Grants

King County is highly experienced in managing federal grants. King was the recipient of the Brownfields Trainings Grants was met all obligations with reference to timely reports. We have not, nor

have we been required to comply with special “high risk terms and conditions under agency regulations implementing OMB Circular A-102. The Office of Business Relations and Economic Development has received over five federal grants within the last five years and has met all grant obligations as it relates to outcomes, reports and programmatic audits.

Additionally, King County has been the recipient the EPA Brownfields Assessment Grants during the time when the Brownfields’ program was located in the Office of Economic Development. Both programs continue to work close together to share information and strategize on best practices for maximizing grant funds.

3. Detail goals and project accomplishments

King County’s award of Brownfields’ grant funds in 1999 was an opportunity to build on training that we were already providing on a limited basis. The grant funds expanded our ability to provide an effective curriculum, perform outreach and recruitment and to work closer with environmental companies. King County had began training in Hazardous Waste removal in 1998 and utilized the EPA Brownfields grant funding to expand that employment sector

King County’s program took off with roaring success. We developed our curriculum in an efficient time frame by utilizing of key staff from the community and technical colleges, King County loaned EPA staff and environmental clean up company management. This allowed us to start our core curriculum in Fall of 1999. We were also able to complete our innovative and advanced assessment curriculum within 10 months of beginning grant activities. While we saw this as a very long and tedious project, we also learned that King County was the first pilot program to have completed the required innovative and advanced assessment training curriculum.

During our first round of grant funding, 1999 to 2001, King County set as project goals to create a diverse system of Community and Technical Colleges, employers and other Brownfields experts to developed a short- term training curriculum in hazardous waste removal and an innovative and advanced assessment technology series; recruit 50 low income residents (25) per year to participate in the training; place at 35 participants into jobs paying a minimum of \$8 per hours; provide wage progression through advanced training by enrolling 20 clients in the advanced and innovative assessments training courses; meet the needs of employers and work with King County Labor Council by providing them with skilled workers with specific certification in environmental clean up; provide case management and retention services to ensure 65 of clients receiving training and placed into jobs and remain on their jobs one year from the date placement

At the end of one year, King County met and surpassed our recruitment, training and placement goals. Our goal was to have recruit 25 participants the first year and actual of recruits and trainees was 49. Our goal for job placement was to ensure that 65% of the trainees were placed into jobs. King County met and surpasses that goal by placing 49 clients into jobs. We also met and surpasses our goal of an \$8 an hour wage requirements by place clients into jobs with wages of \$12 to \$29 per hour. King County met and surpassed all other goals with reference to providing case management, working with labor unions and employers and providing supportive services of childcare, transportation and other emergency services.

Due to shortages of trained workers in environmental clean up, many of our clients were recruited while still in training for jobs that paid much high wages. Many clients cut short some of the training to opt out for the immediate jobs with high wages. In 2001 and 2002, King applied for \$50,000 each year in supplemental funding. We used the additional funds to restructure our curriculum so that it would prevent

clients from received any certifications without completing all training including the innovative and advanced assessment training and also increase the capacity of our trainees.

To date King County have received a total of \$247,500.00 of which we have used predominately for training and outreach. King County has utilized it own administrative costs for its jobs initiative program, supportive services, i.e., childcare, transportation, tools and other emergency services. Due to the change in our economy after the September 11th terrorist attack, King County reduced it's recruitment numbers to ensure that jobs were available for clients receiving training. While we saw exceptional success early on for our Brownfields program, after 3 years, King County still achieved success by accomplishing a 90 placement rate in September 2002 (goal 70 placement, actual placement 61). We have trained 106 clients and have place 82 clients into jobs during year period. King County recently completed a training class for Brownfields trainees in October and several participants gained employment immediately afterwards. We are encouraged by these factors and the change in the Puget Sound region with the major construction and environmental projects previously mentioned. While King County has a savings of _____, we believe that the additional \$150,000 in EPA Brownfields training funds will make an impact on the Puget Sound economy by providing jobs for those that are unemployed and create the economic stimulus needed for employers and jobs job seekers alike. Having skilled and ready to work staff will be an asset to employers and gaining access to the availability of jobs will be beneficial to both job seekers and the economy as a whole.

4. Project Management System

King County will be able to provide excellent project management of coordinating and tracking activities, troubleshooting and problem solving through it already established jobs initiative program. King County is fortunate to have a system already in place through its current expense funds that provides employment and training tracking in conglomeration with a number of other community partners. King County will has a designated project manager that will continue to work with community partners to ensure (Account Executives and other community based organizations providing case management and support services) that all target goals of recruitment, job training, placement, retentions and support services are met.

We will utilize our current voucher system that makes payment for training and support services easier to achieve for any trainees will encounter. King County meets with its AEs bi-monthly for technical support and coordination. We will utilized this time for other community partners referring clients into Brownfields training for collaboration, coordination and tracking. All activities are followed closely and entered into our MIS system that tracks enrollment, training, job placement support service dollars and retention. Our unique MIS system allows us to know when there are potential problems with client's activities. An example of this occurs when our MIS system flags the project manager's report to notify us that verification has not been made.

C. Training Program Objectives and Plans

The objective for King County's proposed Brownfields jobs training project represents our continued vision for connecting low-income residents with meaningful employment opportunities while also improving the environmental quality of our community.

The specific education and employment goals and objectives for the Brownfields training project are to:

- Work with South Seattle Community College, Office of Port Jobs, organized labor and hazardous material instructors to restructure and combine currently safety and some hazardous material handling training with our current Brownfields training. This

restructure will allow King County to enhance our current training and to reduce our training costs.

- Recruit a minimum of 76 King County residents to participate in the Environmental Series Training (a total of 38 per year). This will allow us to hold a minimum of 3 training classes, (fall, summer and spring) in which we will enroll 12 to 13 residents each.
- Place a minimum of 50 clients into jobs as Environmental Technicians, ideally at prevailing wages. Our average wage rates for Brownfields trainees is currently \$13.12, far above our original \$8 an hour wage range. We will continue to place participants within our average wage range of \$12 to \$13 per hour minimally. We also expect that some of our participants will achieve higher wages through their affiliation with the unions.
- Meet the needs of employers for skilled workers with specific certifications in the environmental clean up industry.
- Work with the Office of Port Jobs, King County Labor Council and ANEW to develop pre-apprentice ship tracks for Brownfields trainees.
- Provide transportation, childcare, emergency services as needed through leveraged resources.
- Ensure all Brownfields participants are provided job readiness training prior to enrollment into training through leveraged resources.
- Provide opportunities for continued educations and training opportunities in the environmental fields.
- Re-establish the Environmental Advisory Board at South Seattle Community College through community outreach and collaboration among curriculum instructors, organized labor and environmental employers.

The training plan for this project includes an introductory Hazardous Materials Awareness Course, an Environmental Technician Training series, an advanced Environmental Assessment Course and a Continuing Education component. These courses will also include training in innovative technologies. Each of these training components is described below.

The introductory Hazardous Materials Awareness Course will be provided as part of the assessment and orientation. This four hour introductory course will provides participants an opportunity to learn about job responsibilities and opportunities that are available to persons who participate in these science and technology training opportunities. Employers and employees will be available to share their actual work experiences in the Brownfield Showcase Community. This session also provides general information on the types of hazardous materials found in the Showcase Community.

The Environmental Technician Training series curriculum offers the foundation training for individuals to work at the type of contaminated industrial sites that are located within our Showcase Community and other Brownfields sites in King County. This Environmental Technician curriculum will provide a minimum of 76 participants with 184 hours of training in a variety of certifiable courses.

This series includes an opportunity for participants to obtain certifications in a number of courses, including the following: 40 hour Hazardous Waste Site Worker (HAZWOPER); 8 hour hazardous waste supervisor; 24 hour confined space entry; 8 hour contractor/supervisor; 8 hour logout/tagout and fall protection; 8 hour bloodborne pathogens; 8 hour first aid/CPR; 8 hour heavy metal awareness; 16 hour industrial hygiene; 24 hour industrial chemical spill response and 24 hour innovative technologies systems. The courses will integrate training in alternative and innovative technologies throughout their curriculum.

The series will also include the 24-hour innovative technologies systems module, which will provide specific information regarding the types of innovative technologies that are available to address contaminated sites. Particular emphasis is on those technologies that may be available to address those Duwamish corridor Brownfields sites that contain metals and/or solvents in soils and/or groundwater. This can include vapor extraction [systems](#), [air sparging systems](#), [reactive wall systems](#), [bio-remediation systems](#) and [phyto-remediation systems](#). This course emphasizes [demonstrations and training in the installation and operation of innovative treatment systems](#). This can include [instruction in pumping systems and operations](#); [conveyance systems](#); and [other similar skills](#). One example of specialized systems instruction is the training that was provided through TBC Educational Services to install high tensile strength pipes for methane gas extraction lines at a local landfill. Our innovative technology systems instruction training will emphasize classroom and field demonstrations.

Former King County Brownfields participants who've completed this series have been able to experience example of these procedures within the Seattle/King County Brownfields Showcase Community. This training has enabled graduates to work at numerous Brownfields sites in the Duwamish neighborhood that contain hazardous substances, such as metals and solvents.

The advanced Environmental Assessment Course will provide an opportunity for all graduates of the Environmental Technician curriculum to take an intensive course (approximately 120 hours) in Environmental Assessment methodologies. This will include innovative technologies. Completion of this course will prepare participants for the test for their Environmental Assessment certification.

The Continuing Education component provides participants with information about further training and career opportunities. This component brings together participants and other community college environmental science instructors and students together towards the end of the program to develop strategies for continuing training in environmental science. This provides participants an opportunity to network and learn about further about career advancement opportunities. It also provides the trainers an opportunity to obtain feedback from participants. This feedback will enable us to evaluate and refine future training programs.

King County continues to work closely with the Showcase Partners to facilitate employment of Brownfields trainees. Work is on going for developing a solicitation process to identify and prioritize those assessment and cleanup projects that will be initiated in the Duwamish corridor. These projects will generate employment opportunities for Brownfields trainees. The Showcase Partners will prioritize projects where the proponent is willing to consider graduates of our training program as their first source of hiring referrals.

In addition, the Showcase Community intends to secure funds from both the public and private sectors to establish a Brownfields revolving loan fund. The revolving loan fund will be used to provide gap and/or interim financing for assessment and cleanup of Brownfield properties in the County's MICs. As a condition of the loans, borrowers will be required to use the Jobs Initiatives as their first source of hiring referrals for workers hired to remove hazardous waste from their site. This facilitates an additional link between Brownfields trainees and the actual assessment and cleanup activities at Brownfield sites.

2. Trainee Screening

In order to insure that Jobs Initiative clients have the best chance of placement and long-term retention in their career choice, a three part series of screening and assessment is required for all clients prior to enrollment in the training programs. This includes an in-depth interview by case managers of partner agencies and KCJI As. A Comprehensive Adult Student Assessment (CASAS) test will be given to assess clients reading and math skills. Experience with previous Jobs Initiative clients has shown that Brownfields trainees will need to score a 210 on the CASAS Test prior to placement in the Brownfields Training Project. Clients who do not meet the minimum standards are enrolled in ABE or English-as-a-Second (ESL) courses until they achieve the required score or they are encouraged to select other training options with the Jobs Initiatives.

Clients completing the first round of assessment and CASAS Tests will then be placed into a Job Readiness training in which an in depth training of life skills will be addressed. This includes but is not limited to: class attendance requirements, home life issues, conflict resolution and anger management, budgeting and financial management, study habits, housing and transportation issues, work ethics, childcare, job search skills, interviewing, resume writing etc.

The last part of assessment requires Brownfields participants to take urine analysis before training and attend a short 4-hour orientation on the nature of the work involved as an environmental trainee. This portion of the assessment will be conducted the Office of Port Jobs to ensure trainees to answer any questions of concern trainees may have before beginning training.

PORT JOBS INSERT

This will also be helpful for women desiring this type of training who also may have some questions with regard to their safety. Because KCJI has construction as an employment sector, we will make this process a requirement for applicants interested in both sectors. For those clients hesitant concerning the Brownfields, the construction can be an alternative.

The Jobs Initiatives' contracts with the community-base organizations providing employment services to job seekers are performance-based and will work with other partner agencies experienced in employment training. Our Management Information System (MIS) is used to collect and monitor information on recruitment, training placement, and job placement and retention. Quarterly standards for recruitment, enrollment in training and job placement and

retention are tracked as part of the contracts with the community-based agencies. The MIS will be critical to evaluating the success of the Brownfields Training Project, and quarterly standards will be developed in order to achieve the recruitment and placement goals for the Brownfields trainees.

The Jobs Initiatives currently receives weekly updates on recruitment of new clients and the status of other clients in the Jobs Initiatives from the MIS. Additionally, the Jobs Initiative contractors meet every two weeks with the Jobs Initiatives Operations Manager to discuss activities and problems that arise. Concerns with low recruitment for any issues trainees may have successfully completing the proposed training can be easily monitored.

The Brownfields Training Project is a partnership with employers and organized labor. Their involvement in curriculum development insures that the Brownfields trainees receiving the Environmental Technician training series meet the employers' needs for skilled workers in assessment and cleanup. All Jobs Initiatives clients are tracked in the MIS for at least twelve months upon job placement and receive on-going case management and access to transportation, child care and emergency services to insure their retention in the job.

Additionally, the Brownfields Training Project offers advanced training to Brownfields trainees and access to information about further career opportunities in environmental assessment and cleanup. The Environmental Technician series has proven to be an excellent career option with high paying wages for Jobs Initiatives clients and the training program will remain a part of the Jobs Initiative.

A quarterly report reviewing the Brownfields Training Project objectives and goals will be continued to be prepared and shared with the EPA. This report will include MIS information tracking recruitment, placement in training and job placement and retention. We are also able to provide extensive demographic information on the Brownfields trainees that can help to evaluate the barriers to employment in environmental assessment and cleanup for non-traditional workers. The Brownfield Training Project will include close interaction with a newly established Environmental advisory board and two community outreach forums. A schedule of these meetings and other Brownfields Project related outreach events will be included in the quarterly reports.

3. Course Outline, Training Tools and Materials – See Attachment for Courses

For the purposes of fulfilling EPA grant requirements, King County will make available the course listed in section C1 and the Course Description attachment to ensure all participants trained according to OSHA health and safety training for hazardous waste workers. Graduates have and will continue to receive certificates in each of the Brownfields courses taken. Certificate costs have been previously paid for through both leverages resources of our trainers and through the supportive services of the Job Initiatives.

4. Local Incentives for Hiring Brownfields Trainees

King County has developed good working relationships with the Office of Port Jobs and labor unions, environmental cleanup employers and trainers, ECOSS and the King County Local Hazardous Waste Removal Department. Our involvement with all of these organizations and

others will afford us the opportunity to continue to create tremendous employment opportunities for our trainees. We have used First Source Hiring Agreements in the past and will continue to do so. We have also helped local employers take advantage of the tax incentives for hiring low income and Welfare participants and will continue to make these services available to our employer partners. As an added benefit to this project we expect to have our Brownfields gain direct entry into Apprenticeships through our partnership with the Office of Port Jobs. We believe that this will increase capacity as well as the wages.

5. Proximity of Residents to Training Facility

King County will conduct its training at the South Seattle College (SSCC) Duwamish Apprenticeship and Education Center (DEAC) 6770 E Marginal Way South, Seattle WA 98108 (206) 764-5350. This location is in close proximity to the largest number of residents King County will recruit, as the training facility is located with the KCJI attachment area. Additionally, the DAEC is located easily accessible by the 130, 132 and 174 Metro Bus Route. Participants may also have access SSCC Free Bus Shuttle for those clients residing close to other training sites of the college. However, other residents may travel further distances to attend training. To address needs that may arise, transportation cost assistance will be made available through bus tickets and passes as well as gas vouchers for those clients in need of this assistance.

6. Partnerships (REDO)

King County and the Office of Port Jobs support the Jobs Initiatives. Local government resources will be leveraged to pay for life-skills training, pre-employment training, counseling, childcare, and job placement and retention. In addition, the Jobs Initiatives provide resources for transportation services, childcare and emergency support services such as rental assistance, utilities, clothing and food. These resources are represented in the Project Budget as leveraged resources.

The Jobs Initiatives also have signed agreements with the Washington State Department of Social and Health Services (DSHS) to serve TANF clients through the Jobs Initiatives training and placement programs. DSHS provides support services including transportation, childcare, and emergency services to the TANF clients enrolled in the Jobs Initiatives.

Four employers involved in the Jobs Initiatives attended the grant workgroup meeting and committed to hiring qualified Brownfields trainees during our first round of grant funding. These are: TCB Industries, Spencer Environmental, Foss Environmental and URS Greiner Woodward Clyde. Contact names and phone numbers for these project partners are included on the Cover Page.

In order to insure that Jobs Initiative clients have the best chance of placement and long-term retention in their career choice, extensive assessment and screening is required for all clients prior to enrollment in the training programs. This includes an in-depth interview. A Comprehensive Adult Student Assessment (CASAS) test will be given to assess clients reading and math skills. Experience with previous Jobs Initiative clients has shown that Brownfields trainees will need to score a 210 on the CASAS Test prior to placement in the Brownfields Training Project. Clients who do not meet the minimum standards are enrolled in ABE or

English-as-a-Second (ESL) courses until they achieve the required score or they are encouraged to select other training options with the Jobs Initiatives.

7. Current Job Development Strategies

King County has developed valuable experience working with environmental employers. We were fortunate during our first round of funding to have the networking and involvement of our trainers TCB Industrial and Cole and Associates early on. They were instrumental in bridging the gap with environmental employers. Additionally, we also had meetings and conversations with Phillips Environmental, Foss Environmental and Spencer Environmental in our first grant application. Because we began this relationship prior to receiving grants funds, we continued to build on it once we received the funds. We also were able to develop relationships with organized labor that were in need of applicants already trained in hazardous waste removal without having to incur additional costs. All of these factors were instrumental in King County surpassing our placement goals early on for our Brownfields Project.

For the purposes of this grant, King County will continue to build on these relationships that facilitated successful jobs placements with companies the following wage rates: Thermac Insulation - wages \$23.63; Scarsella Brothers- wages 22.90 p/h; Morrison- Knutson Construction – wages \$22.90; Local 19 – Wages \$20 p/h; Performance Abatement - \$19 p/h; Spheria Construction - wages \$15

Our job development strategy will be value added through our partnership with the Office of Port JOBS. This community-based organization is a non-profit organization working to increase access to living wage jobs for residents in King County. Core programs include the Apprenticeship Opportunities Project, which assists individuals seeking entrance into the building and construction trades, and Airport Jobs, an employment information center located at Sea-Tac International Airport, which lists jobs with more than 90 airport-related employers. Port JOBS targets the wide array of career opportunities within the port-related economy. King County's partnership with the Office of Port Jobs along with its former success in job placement will continue to ensure our ability to meet job placement requirements.

D. Budget

E. Community Involvement

1. King County on behalf of the King County Jobs Initiative previously applied for EPA Brownfields Training grants funds will again apply for these funds in partnership with The Office of Port Jobs.
- 2 The community-based organizations involved in developing this proposal include specifically, TRAC Associates, Center for Career Alternatives and the YWCA of Seattle/King County. Other community partners that participated in a grant development workgroup and contributed to the this application include Seattle Community College District, and South Seattle Community College, King County Dislocated Worker Program, Office of Port Jobs and Sound Transit.

In addition to these community-based organizations, the Jobs Initiatives contract with community-based organizations for outreach and recruitment; assessment and counseling; case management and job readiness; job placement and retention services for the clients enrolled in the Jobs Initiatives. The organizations serving Jobs Initiative clients include: Center for Career Alternatives, Central Area Motivation Program, Union Gospel Mission, Refugee Resettlement Office, ANEW, TRAC Associates, King County Work Training Program, King County Dislocated Worker Program, YWCA Seattle/King County, and Pacific Associates. King County also notified the community of the preparation and submission of this grant in a variety of ways. King County has six Unincorporated Area Councils that represent residents of unincorporated King County. These UACs were contacted via email. King County submitted an article of notification to the Seattle Times to a source of notification for the broader community of our intent to apply for EPA grant funds. This article solicits input from the community. See Attachment. King County will post draft copies of the grant application on the web site of <http://kcjibred@metrokc.gov>

Our employment and training partners will be able to recruit and place clients into the Brownfields Project. Our training providers Seattle Central and South Seattle Community College will be instrumental in providing training facilities, instructors, enhancing our curriculum and providing access to continued educational training in environmental science. Our partnership with labor unions will provide increased capacity for our trainees to gain direct access into apprenticeships with higher paying wages.

The King County/City of Seattle Brownfields Showcase Community is also involved in this project. The Showcase Community provided assistance and oversight in the development and submission of the application. In addition, the Showcase Community will promote the use of the training program through its Environmental Extension Service (EES). The EES is funded by the Showcase Community and managed by the Environmental Coalition of South Seattle (ECOSS). The EES offers free technical assistance to industrial and manufacturing businesses in cleaning up and preventing Brownfields. EES staff will advertise and promote the training program to both businesses and residents. ECOSS is also a partner in the training program

3. Environmental Justice Considerations

King County's Brownfields Jobs Training Project will address environmental justice concerns by working with King County Department of Natural Resources (DNR) that will ensure that the communities affected are well informed of proposed clean up activities; While information concerning future clean up sites will be available largely through King County/Seattle Brownfields Showcase Community, the jobs initiative has in times past and will continue to work closely with this organization.

King County will also conduct community forums that will provide information to community residents of the complete economic impact of having EPA Brownfields Training Grant funds. These forums will include employers, trainers, EPA staff, former and current brown field's participants, business owners and other community participants. Discussions will address the advantage of having formerly and prospective contaminated property assessed, cleaned and revitalized to produce jobs and business attraction for their communities. Safety issues will also

be addressed with regard to trainees and the community as a whole. King County will also solicit community representation for the re-formation of Environmental Technical Advisory Board.

Mention poverty and training of low-income clients.

4. Ensuring Curriculum Meets Employer Needs

King County developed their first Brownfields curriculum based the required certifications of EPA and the input of environmental clean up trainers and employers. Our training providers Seattle Central and South Seattle Community College will be instrumental in providing training facilities, instructors, enhancing our curriculum and providing access to continued educational training in environmental science. Our partnership with labor unions will provide increased capacity as King County training project provides quick access to skilled and ready to hire trainees. This also increases direct access into apprenticeships with higher paying wages. King County will continue utilized their relationships with TCB Industrial and Cole and Associates in their role trainers for local environmental clean-up companies.

F. Measure of Success

1. King County has enjoyed a significant amount of success early on in our Brownfields project and believes that our partnership with the Port Jobs will enhance our ability to achieve the following specific goals:

- Recruit a minimum of 76 participants, 38 each year to enroll into Brownfields training
- Ensure 70% or a minimum of 56 trainees or 27 t per year are placed into jobs paying a minimum of \$12 per hour, ideally with benefits.
- Provide opportunities for direct access into apprenticeships for clients completing Brownfields training.
- Ensure that 65% or 36 clients each year are retained into jobs one year from the date of job placement.
- Provide support and retention services for clients enrolled into training and throughout enrollment up to one from the placement date.
- Provide opportunities for continuing education for Brownfields trainees.

Project management and oversight to accomplish these goals will be grafted into the County's Jobs Imitative program, which has an existing system for tracking all of these specific goals. We currently utilize:

- Quarterly goals for all our AEs with contracts to our community based organizations
- Our MIS system that tracks performances and receives weekly updates on Brownfields activities.
- Partnerships with employers and labor unions
- Quarterly reports to EPA describing our project goals and accomplishments

2. Objectives/Milestones

King County will utilize its current system for tracking milestones. This system includes contracts with community based organization to perform employment and training services. Contractors are given quarter goals relating to recruitment, training and enrollments, job placement and retention. King County will require contractors to enroll total of 38 clients each year. Contractor will be responsible for enrolling a minimum of 12 to 13 clients within the first three quarters of each year to ensure placements are completed within the last quarter. We will

ensure that placed 56 clients into jobs during the term of the grant and ensure that 36 clients remain employed one year from the date of their placement.

Meetings are held with AEs bi-monthly to address issues of concern with Brownfields training. Each quarter, performance reviews are done with each AE contractor. Information entered into the our MIS tracks clients placed into jobs, employer identification, start date, wage rates and increases, job retention at three, six, nine and 12 months. We make this information available to the EPA in our quarterly reports. Because we track clients for one year, we will provide information collected on clients for the first year in addition to clients served in the second year.

King County Jobs Brownfields Training Performance Standards 2004-2006

Standard	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
Clients enrolled into Brownfields Training (2004)	13	13	12		38
Job Placements (2004)		9	9	9	27
Clients enrolled into Brownfields Training (2005)	13	13	12		38
Job Placements (2005)		9	9	9	27
Clients retained in jobs from 2004		6	6	6	18
Clients retained in jobs from (2005)		6	6	6	18

3. Sustainable Employment

King County will provide sustainable employment, job placement, retention and continuous employment through its contracts with community based organizations and community partners. Jobs Initiatives contactors will abide by clauses written into their contracts as described in the table above. King County's ability to contract for recruitment, outreach and case management is made available through the established King County Jobs Initiative, funded by King County current expense funds. King County released a Request for Proposal to the general employment and training community and chose those organizations with the best track records for providing these services and their ability to bring leveraged services. Our contactors will utilize their current relationships through their agencies, developed employer relationships, organized labor and the Office of Port Jobs to assist clients in job search support. AE will make training, job placement and retention resources available to clients through comprehensive case management and one on one follow up with clients enrolled. Tracking will be done one year from the date of job placement, which allow clients and AEs to remain connected for approximately 16 to 18 months.

4. Evaluation Measure

King County utilized input from employers, HMTRI trainers and Community College staff in accordance with guideline for specific certification requirements for training.

Trainees completing training receive certificates in each specified coursework and employers are provided with required paperwork for trainees before beginning employment

5. EPA Reporting

King County will provide EPA with the required quarterly reports along with job placement information including client's identification numbers, coursework taken, enrollment and completion dates, job placement date, wage rates and retention date. We will also include demographic information, success stories, community information concerning Brownfields project and all press releases.

6. Continued Strategy for Funding

King County will continue to provide training through King County current expense fund in the area of construction and the 40- Hour Hazardous Removal Course. Since these are already a part of our employment sectors. We will also continue to seek for grant funding to enhance and expand these trainings by working with our community partners, employers, local government and educational institutions.